Approved For Release 2002/05/01 CIA-RDP79-00498A009500030012-0 76-6 09/A-File Messonnes

DD/A Registry 76-1632

Executive Registry

MEMORANDUM FOR: Director of Central Intelligence

FROM

: P. W. M. Janney

Director of Personnel

VIA

: Deputy Director for Administration

SUBJECT

: Nominations for the 1976 Federal Weman's

Award

RBFERENCE

: Letter to DCI from Chairman, Board of

Trustees, Federal Woman's Award, dated 5 March 1976 (attached)

STATINTL STATINTL

Action Requested: That you approve the nomination for the 1976 Federal Woman's Award and that you sign the attached letter and nominating forms.

- 2. Basic Data or Background: Referent invited nominations for the Federal Noman's Award by 28 May 1976. This awards program is designed to provide recognition to women who have made outstanding contributions to the efficiency and quality of the Federal career service. Six awards are given annually. The Agency had one previous winner. Penelope Thunberg, in 1965.
- 3. Staff Position: In April 1975 the Deputy Directors were requested in a memorandum from the Director of Personnel to nominate candidates for the various 1975-76 public service awards. In the case of the Federal Woman's award, agencies may nominate as many as six candidates. ______ and STATINTL

 were nominated by DDO and ______ was nominatatintl

\$TATINTL

ted by NIO. Following the practice of previous years, these candidates were considered by the Honor and Merit Awards Board in June 1975 and the Board recommended that all three be nominated. Mr. Colby subsequently concurred in the Board's recommendation.

The attached nominating documents were prepared by DDO and NIC staff members and have been reviewed and concurred in by representatives of the Cover and Commercial Staff and the Office of Security.

for the 1976 Federal

(Signed) F. W. M. London

F. W. M. Janney

4. Recommendation: That you approve the nomination of STATINTL Woman's Award and that you sign the attached letter and nomination forms. Atts Distribution: Orig - Return to D/Pers - DCI 1 - DDCI - ER 1 - DDA Chrono, Subject 1 - D/Pers 2 - C/BSD (1 w/held) \$TATINTL gec (25 Mar 76) OP/BSD/

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Mrs. Jayne B. Spain, Chairman Board of Trustees, Federal Woman's Award U. S. Civil Service Commission Washington, D. C. 20415

Dear Mrs. Spain:

It is a distinct pleasure for me to submit the nomination of three outstanding employees of the Central Intelligence Agency for the 1976 Federal Woman's Award. They are STATINTL

STATINTL

Throughout the history of this Agency, women have had a significant role in all phases of intelligence activity. Our candidates this year reflect this diversity of background and STATINTL experience. has served the Agency since Its inception in 1947 and has risen through a series of increasingly responsible positions in developing guidance and overseeing the collection of intelligence, particularly in the scientific and technical fields. The Agency career of □ began ig_{TATINTL} 1963 and in this relatively short span of time she has established a remarkable record of achievement in three distinct areas of intelligence work with our Operations Directorate, our Intelligence Directorate and the National Intelligence Officer system. By contrast, has concentrated, her exceptional organizational talent during nearly her entire Agency career of twenty-four years to the management of the operational programs of our largest geographical area.

> In an organization such as the CIA, it is all too seldom that our employees can be given the public recognition for their accomplishments which many of them so richly deserve. I am convinced that STATINTL particularly deserving of such honor and am, therefore, very pleased to nominate them for the Federal Woman's Award.

> > Sincerely.

/s/ George Bush

George Bush Director

Enclosures

Mrs. Jayne B. Spain, Chairman Board of Trustees, Federal Woman's Award U. S. Civil Service Commission Washington, D. C. 20415 Page 2 (Cigned) F. W. M. Janney 9 0 MAR 18, J Originator: Director of Personnel Date Signed: John F. Blake 1 APR 1976 Concur: Deputy Director Date for Administration Distribution: Orig - Addressee 1 - DCI 1 - DDCI 1 - ER -2 - DDA 1 - DCI/Admin 2 - DDO/PS/CMG 1 - D/Pers_ 1 - OPF -1 - OPF -STATINTL 1 - OPF -2 - C/BSD (1 w/held) STATINTL OP/BSD/ gec (25 Mar 76)

| NOMINATION Approved For Release 2002/05/01F0RIA-RDP79-00498A000500030012-0APR 1976 FEDERAL WOMAN'S AWARD | | | | | | | |
|--|--|--|--|--|--|--|--|
| TO: | FROM: | DEPARTMENT OR AGENCY) | | | | | |
| BOARD OF TRUSTEES | BOARD OF TRUSTEES OF | | | | | | |
| THE FEDERAL WOMAN'S A | | entral Intelligence Agendashington, D. C. 20505 | СУ | | | | |
| (1) NAME OF NOMINEE | TAITH | | | | | | |
| (3) GRADE AND SALARY | (4) LOC | ntelligence Officer | | | | | |
| GS-18 \$37,800 | | ashington, D. C. | | | | | |
| (5) SUMMARY OF PRINCIPAL ACHIEVEMENTS | IN THIS AGENCY (NOT TO EXCI | EED 150 WORDS): | | | | | |
| She is currently chief she is the CIA member Collection Problems Common the various interest of the United States In STATINTL Throughout her can collection program, particularly and provenment have made her one of the invaluable member of incommon collection program. | making her the he of one of the Age and Acting Chairman mittee, a group of the collection telligence collection telligence Board reer has reicularly in scient handling sensitive the Agency's top emportant interages | ighest ranking woman in (ency's senior staffs. All an of the interagency Crawhich determines prioritation goals of member agence | Lso Ltical Les Les EA's elds. ng | | | | |
| (6) EDUCATION | | | erreft - an ger i versi de la falles de décembre d 'it en le 2 vez de l'asparen gené | | | | |
| SCHOOL OR COLLEGE | MAJOR FIELD | DEGREES | DATE | | | | |
| Hollins College University of South Carolina Rice Business College Peabody Conservatory George Washington University George Washington University | Music French, English Business Music American Thought Civilization American Literary Cultural Histo | BA with Distinction | PA P | | | | |
| Annuariad Fam Da | longo 2002/05/04 - CIA D | DP79-00498A000500030012-0 | | | | | |

| · · | (7) HIGHLIGHTS OF WORK EXPERIENCE (WITH DATES): |
|--------|---|
| ATS | ATINTL After working briefly for the British War Relief Society, Miss |
| | joined the Office of Strategic Services (OSS) in 1942 as secretary |
| STATIN | to its Chief, General William E. Donovan. She served with OSS in |
| STATIN | washington, rollowing the termination |
| | the latter agency at its inception in 1947 as a GS-07. In succeeding |
| | years she was engaged in increasingly responsible work, progressing |
| STATIN | The GS-18 in 1975; the only woman of that rank in CIA. As early as |
| | 1951 had become chief of the CIA staff concerned with developing guidance and overseeing collection of scientific and |
| 1 | technical clandestine intelligence. She pioneered in this arcane |
| | but highly important field, organizing and coordinating world-wide |
| | programs. In 1965 she was selected to be the CIA representative |
| | on the interagency Critical Collection Problems Committee (CCPC) of the United States Intelligence Board (USIB). This committee has been |
| | involved in the preparation of several studies focused on matters of |
| | highest national priority in the field of military defense which |
| | have been of direct interest to the White House. While acting as |
| STATIN | ITLChairman of the Committee,designed and directed a priority and highly acclaimed study of the anti-ship missile threat which |
| | focused national attention and provided the supportive documentation |
| - | /Continued/ |
| | (8) HONORS RECEIVED (FROM THIS AGENCY AND OTHER SOURCES): |
| | Because of Security restrictions it is not possible to describe |
| STATI | NTLexplicitly many of the honors given However, the following |
| | is a general description of these honors: |
| i | Commendation 1952 from CIA Deputy for Staff Training for effective |
| Ī | support rendered to Staff Indoctrination Course. |
| - | 10 - 11 - 11 |
| | /Continued/ |
| | (9) DETAILED STATEMENT OF BASIS FOR NOMINATION (INCLUDING PERTINENT PERSONAL QUALITIES, SCOPE OF INFLUENCE ON ACTIVITIES BOTH WITHIN AND OUTSIDE THE AGENCY, ETC.): |
| STAT | NTL The nomination of is based on her continuous record |
| STATIN | ∏Lof distinguished service since 1942has played a key |
| | role in the U.S. government intelligence collection effort since |
| | World War II. She has a unique understanding of CIA and its missions as well as of the U.S. intelligence community at large. Her broad |
| 1 | as well as of the o.s. intelligence community at large. Her broad |
| 1 | gauge approach to intelligence community problems combined with her |
| | gauge approach to intelligence community problems combined with her managerial and executive capabilities have contributed greatly to |
| - | gauge approach to intelligence community problems combined with her managerial and executive capabilities have contributed greatly to national intelligence objectives of priority importance. In her |
| | gauge approach to intelligence community problems combined with her managerial and executive capabilities have contributed greatly to national intelligence objectives of priority importance. In her work with the USIB Critical Collection Problems Committee, working |
| | gauge approach to intelligence community problems combined with her managerial and executive capabilities have contributed greatly to national intelligence objectives of priority importance. In her work with the USIB Critical Collection Problems Committee, working closely with senior civilian and military intelligence agency |
| STATIN | gauge approach to intelligence community problems combined with her managerial and executive capabilities have contributed greatly to national intelligence objectives of priority importance. In her work with the USIB Critical Collection Problems Committee, working closely with senior civilian and military intelligence agency representatives (ranging from GS-15 to Rear Admirals and Major TI Generals), |
| STATIN | gauge approach to intelligence community problems combined with her managerial and executive capabilities have contributed greatly to national intelligence objectives of priority importance. In her work with the USIB Critical Collection Problems Committee, working closely with senior civilian and military intelligence agency representatives (ranging from GS-15 to Rear Admirals and Major TL Generals), has excelled in an ability to resolve diverse and often nearly intransigent opinions. She has been a prime force |
| STATIN | gauge approach to intelligence community problems combined with her managerial and executive capabilities have contributed greatly to national intelligence objectives of priority importance. In her work with the USIB Critical Collection Problems Committee, working closely with senior civilian and military intelligence agency representatives (ranging from GS-15 to Rear Admirals and Major TL Generals), has excelled in an ability to resolve diverse and often nearly intransigent opinions. She has been a prime force in melding contributions from the entire intelligence community and |
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| STATIN | gauge approach to intelligence community problems combined with her managerial and executive capabilities have contributed greatly to national intelligence objectives of priority importance. In her work with the USIB Critical Collection Problems Committee, working closely with senior civilian and military intelligence agency representatives (ranging from GS-15 to Rear Admirals and Major TL Generals), has excelled in an ability to resolve diverse and often nearly intransigent opinions. She has been a prime force in melding contributions from the entire intelligence community and |
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| STATIN | gauge approach to intelligence community problems combined with her managerial and executive capabilities have contributed greatly to national intelligence objectives of priority importance. In her work with the USIB Critical Collection Problems Committee, working closely with senior civilian and military intelligence agency representatives (ranging from GS-15 to Rear Admirals and Major TL Generals), has excelled in an ability to resolve diverse and often nearly intransigent opinions. She has been a prime force in melding contributions from the entire intelligence community and developing them into integrated, well written, and constructive studies on priority matters of national interest, frequently in the field of national defense. /Continued/ |

| (7) | Highlights | of | Work | Experience | (continued) |
|-----|------------|----|------|------------|-------------|
|-----|------------|----|------|------------|-------------|

| for subsequent assignment of the highest national priority to this problem. In a letter to the Director of CIA, the Commander of the Naval Intelligence Command commended efforts and said among other things that her "complete dedication, balanced sense of humor, impartial judgment and above all her exceptional managerial talents were largely responsible for the effective synthesis of the efforts of the various members of the working group, each of whom brought to the working table diverse experience and professional specialities." In addition to her work with the CCPC, has regularly represented CIA on other high level interdepartmental working groups on intelligence issues. In March 1973 was formally named Acting Chairman of the CCPC and continues to serve in that capacity. In addition to her heavy responsibilities with the CCPC, Miss was appointed in January 1972 Deputy Chief of one of the Agency's senior staffs. In 1975 she was named Chief of this staff. This staff, consisting of 139 employees, is responsible for a variety of diverse activities concerning guidance, coordination, and collection of clandestine intelligence. This staff is of critical importance to the Operations Directorate of the Agency. |
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| (8) Honors Received (continued) |
| Commendation 1954 from a Staff chief within the Agency for valuable |

Commendation 1961 for the outstanding manner in which STATINTL organized and conducted a very sensitive operational task force.

contributions made by members of ______ staff in the STATINTL

Commendation 1965 from an Agency Staff Long Range Planning Officer STATINTL for assistance in preparing an Agency directorate Long Range Plan.

analysis of intelligence materials.

Appreciation 1968 from the Chairman of Critical Collection Problems Committee, USIB for major assistance provided by STATINTL a recent CCPC intelligence study.

Letter of Appreciation 1968 from General Wood, Joint Chiefs of Staff, for the valued comment and assistance toward a USIB study. Endorsed by the Chairman of CCPC.

/Continued/

| | (8) Honors Received (continued) |
|----------|---|
| | Appreciation 1971 from Chairman, USIB for support given to work of CCPC during several years of his Chairmanship. |
| | Letter of Appreciation 1972 from Commander, Naval Intelligence Command for the outstanding and highly professional support rendered to the U.S. Navy by Endorsed by the STATINTL Director of Central Intelligence. |
| | (9) Detailed statement of basis for nomination (continued) |
| STATINTL | In addition to her interagency activities, has TATINTL made an especially vital contribution to the CIA through her work on intelligence collection problems and her expertise in intelligence community matters. The latter knowledge and experience was especially valuable to the CIA in a period in 1970 and 1971 which involved reorganization of the intelligence community and drafting of new directives. Recognition should also be given to continuing efforts to increase opportunities for women in the CIA career service and in furthering the principles of Equal Employment Opportunity. The sensitive nature of work makes a detailed discussion of her many accomplishments impossible. That she is regarded with high esteem not only by this Agency but by the intelligence community as well is attested to by commendations from outside CIA such as that cited above. We believe that STATINTL record of 34 years of exceptional service as a professional intelligence officer unquestionably warrants the public acknowledgement which this award confers. |

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| BOARD OF TRU | STEES OF | | | | |
| THE FEDERAL WOM | IAN'S AWARD | | Central Intelligence Agency | | |
| Washington, D. C. 20505 | | | | | |
| (1) NAME OF NOMINEE Ms. | l statintl | i i | TITLE AND ORGANIZATIONAL TITLE | | |
| (3) GRADE AND SALARY | | (4) LOCATION | ligence Officer | | |
| GS-14 \$25,581 | | Washi | ngton, D. C. | | |
| (5) SUMMARY OF PRINCIPAL ACHIEV | EMENTS IN THIS AGENCY (NO | T TO EXCEED 150 |) WORDS): | | |
| | | | | | |
| ATINTL ti | hirteen years in | CIA have | been marked by thre | e | |
| principal achievem | ents. First, in | eight ye | ars with the Operati | ons | |
| both Washington and | d the field. Du | ring this | of accomplishment, | ın | |
| responsibilities w | ere rapidly conf | erred upor | n her. Second. | | |
| demonstrated a rema | arkable facility | in a thre | ee-year assignment i | nSTATINT | |
| the Intelligence D | irectorate, wher | e she qui | ckly became a senior | | |
| Soviet affairs. | research and the | n in curr | ent intelligence, on | | |
| ATINTL | | in the second second | | | |
| Third, | over the las | t two year | rs has applied this | | |
| unusual combination | n of experience, | along wi | th her own outstandi | ng | |
| system. As Assista | renging tasks of | Eastern | onal Intelligence Of Europe, she has play | ficer | |
| key role in creating | ng a community o | f Soviet | analysts among the i | ntel- | |
| ligence agencies, | promoting cooper | ation bety | ween collectors and | | |
| | ing their work r | esponsive | to governmental pol | icy | |
| concerns. | • | | | | |
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| (6) EDUCATION | | | | | |
| SCHOOL OR COLLEGE | MAJOR FIELD | | DEGREES | DATE | |
| Stanford University | History | | BA (magna cum laude | ᅦ | |
| Yale University | History | | MA | | |
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| ľ | (7) HIGHLIGHTS OF WORK EXPERIENCE (WITH DATES): |
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| STA | INTL Approved For Release 42002/05/06/3 CLA-RDR 9:0004984000506030042-0ps of |
| | Junior Officer Trainees. Upon completion of training, her first four years were devoted to Headquarters support of field operations. She quickly proved expert in analyzing how individual field components could most effectively help in collecting priority national intelligence and in providing them with specific guidance. During this period her supervisor awarded her the only "Outstanding" annual evaluation he had TLever conferred subsequent three years of overseas work cannot be described in detail. They centered on direct involvement in collection, and she continued to display exceptional imagination, energy, and judgment. |
| l | |
| STA | compartmented Agency to the production of finished intelligence, first as a political researcher and then as a current intelligence officer. In the first of these capacities, she produced excellent studies on the role of the KGB in the USSR and on the Soviet military-industrial complex, each of which remains the best work extant on these topics. In the second, she immediately established a fine reputation for quick, incisive analysis and writing. From her previous work she brought to these assignments a keen appreciation of the Soviet system, (continued on attached) |
| | (8) HONORS RECEIVED (FROM THIS AGENCY AND OTHER SOURCES): |
| | |
| | |
| | Numerous Commendations and Expressions of Appreciation from Agency officials for specific accomplishments. |
| | |
| | |
| | (9) DETAILED STATEMENT OF BASIS FOR NOMINATION (INCLUDING PERTINENT PERSONAL QUALITIES, SCOPE OF INFLUENCE ON ACTIVITIES BOTH WITHIN AND OUTSIDE THE AGENCY, ETC.): |
| STAT | The nomination of is based upon outstanding service throughout her career with this Agency. She has earned an unusual degree of esteem from all her colleagues in her various assignments, and they have themselves been stimulated by her example of dedication, initiative, imagination, and unfailing cheerfulness. Her performance in her present assignment is a natural culmination of the personal and professional qualities that she has brought to and developed in an intelligence career. Her contribution to the creation of the National Intelligence Officer system is particularly noteworthy, but she has proven herself capable of outstanding performance in all aspects of her profession. |
| | |
| | SIGNED: (HEAD OF DEPARTMENT OR AGENCY) |
| | /s/ George Bush |
| | George Bush Director of Central Intelligence Approved For Release 2002/05/01 CIA RDP79 00498A000500030012-0 |
| | |

(7) Highlights of Work Experience (continued)

which she effectively shared with others. In an analytic team, she provided an unending stream of ideas and suggestions to her fellow analysts.

STATINTL

Intelligence Officer system was created in 1973, for the job of Assistant NIO/USSR and Eastern Europe. Her approach to this new task has been highly creative. She has made a key and continuing contribution to the effort to vitalize the intelligence community in support of priority national policy concerns. Her personal qualities -- particularly her ability to enlist the cooperation of others and stimulate their best efforts -- have been as important to this achievement as her professional qualifications. She is in large measure responsible for the formal and informal structures and the wide network of contacts among intelligence officers and their policymaking consumers which have now been brought into being.

| A CONTRACTOR OF THE STATE OF TH | ANIMON | TION | ATE: | |
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| Approved For Re | elease 2002/05/0 F98 FEDERAL WOMA | :IA-RDP79-00498A0005 N' 'S AWARD | 000300 9 2 -д рр | R 197, 6 |
| τo: | F | ROM: (DEPARTMENT OR AGE! | AC R) | |
| BOARD OF TRUSTEES | OF | | | |
| THE FEDERAL WOMAN'S A | AWARD | Central Intell Washington, D. | | |
| (1) NAME OF NOMINEE | | 2) POSITION TITLE AND ORGA | | LE |
| (3) GRADE AND SALARY | | Operations Off | icer | |
| GS-14 \$24,156 | 1" | Washington, D. | C | |
| (5) SUMMARY OF PRINCIPAL ACHIEVEMENTS | IN THIS AGENCY (NOT TO | EXCEED 150 WORDS): | <u> </u> | |
| monitor of programs an geographic division. most of the major fore | responsibility stems for Oper role she has d resource req The programs u ign policy iss | for developing ations Directora been the principuirements in the nder her oversign | te's acti pal archit Agency's tht have e it past, i | vities ect and largest ncompasse ncluding |
| sense. | he system is s ch result from entiveness in ing have made ile no employe | ty to diagnose a till in theoreti having to corre improving technian extraordinary e is indispensib | c form, tect actual ques concribu | hus avoid |
| sense. TINTL has and spot flaws while ting costly efforts whi in operation. Her involution budgeting and programm Agency efficiency. Wh | he system is s ch result from entiveness in ing have made ile no employe | ty to diagnose a till in theoreti having to corre improving technian extraordinary e is indispensib | c form, tect actual ques concribu | hus avoid |
| rintl has and spot flaws while t ing costly efforts whi in operation. Her inv budgeting and programm Agency efficiency. Wh approaches that state | he system is s ch result from entiveness in ing have made ile no employe | ty to diagnose a till in theoreti having to corre improving technian extraordinary e is indispensib | c form, tect actual ques concribu | hus avoid |
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| TINTL has and spot flaws while t ing costly efforts whi in operation. Her inv budgeting and programm Agency efficiency. Wh approaches that state (6) EDUCATION SCHOOL OR COLLEGE Winthrop College for | he system is s ch result from entiveness in ing have made ile no employe to a remarkabl MAJOR FIELD Business Admi tion International tions, Adve | ty to diagnose a till in theoretic having to corresponding technical an extraordinary e is indispensible degree. DEGREES Rela- Rela- | c form, tect actual ques concribu | hus avoid systems erned wit tion to |
| TINTL has and spot flaws while ting costly efforts whi in operation. Her involudgeting and programm Agency efficiency. Whapproaches that state (6) EDUCATION SCHOOL OR COLLEGE Winthrop College for Women | he system is s ch result from entiveness in ing have made ile no employe to a remarkabl MAJOR FIELD Business Admi tion International | ty to diagnose a till in theoretic having to corresponding technical an extraordinary e is indispensible degree. DEGREES Rela- Rela- | c form, tect actual ques concribu | hus avoid systems erned wit tion to |
| TINTL has and spot flaws while ting costly efforts whi in operation. Her involudgeting and programm Agency efficiency. Whapproaches that state (6) EDUCATION SCHOOL OR COLLEGE Winthrop College for Women | he system is s ch result from entiveness in ing have made ile no employe to a remarkabl MAJOR FIELD Business Admi tion International tions, Adve | ty to diagnose a till in theoretic having to corresponding technical an extraordinary e is indispensible degree. DEGREES Rela- Rela- | c form, tect actual ques concribu | hus avoid systems erned with tion to STATI |
| TINTL has and spot flaws while ting costly efforts whi in operation. Her involudgeting and programm Agency efficiency. Whapproaches that state (6) EDUCATION SCHOOL OR COLLEGE Winthrop College for Women | he system is s ch result from entiveness in ing have made ile no employe to a remarkabl MAJOR FIELD Business Admi tion International tions, Adve | ty to diagnose a till in theoretic having to corresponding technical an extraordinary e is indispensible degree. DEGREES Rela- Rela- | c form, tect actual ques concribu | hus avoid systems erned wit tion to |
| TINTL has and spot flaws while ting costly efforts whi in operation. Her involudgeting and programm Agency efficiency. Whapproaches that state (6) EDUCATION SCHOOL OR COLLEGE Winthrop College for Women | he system is s ch result from entiveness in ing have made ile no employe to a remarkabl MAJOR FIELD Business Admi tion International tions, Adve | ty to diagnose a till in theoretic having to corresponding technical an extraordinary e is indispensible degree. DEGREES Rela- Rela- | c form, tect actual ques concribu | hus avoid systems erned wit tion to |

| | (לֹי) HIGHLIGHTS OF WORK EXPERIENCE (WITH DATES): |
|-------|---|
| | Approved For Release 2002/05/01: CIA-RDP79-00498A000500030012-0 After working from 1946 to 1952 as a secretary in the Department of |
| зтати | NTLAgriculture, joined this Agency in April 1952. Her career |
| | falls into three phases involving a steady increase in the scope of her |
| | responsibilities: from 1952 to 1954 she was an analyst in the economic |
| | warfare field. In the next period, from 1954 to 1964, she was the |
| | coordinator for all covert action programs in the East Asia area. In |
| | 1964 her responsibilities were expanded to take in the management of |
| | all operational programs in that geographical area, intelligence collec- |
| | tion and counterintelligence as well as covert action. This has been a |
| | task of major scope, since East Asia is the Directorate's largest geo- |
| | graphical division in terms of personnel and has had responsibility, in |
| этлти | addition to normal functions, for the Agency's overall programs INTL |
| STATI | VTLplus, during tenure, sustained crisis situations in VTLV ietnam and involving major investments of personnel and funds. |
| TATIN | While it is not possible to describe duties in detail, |
| | they have involved drawing up annual budgets for all Division activities |
| | forecasting requirements for future budgets; performing constant review |
| | and issuing guidance daily on individual cases to assure that these |
| | nrograms are complied with or, when appropriate, revised; and devising |
| | new methods for performing these functions with maximum efficiency and |
| | precision yet minimizing the person-hours required for the purpose. She |
| | /continued/ |
| | (8) HONORS RECEIVED (FROM THIS AGENCY AND OTHER SOURCES): |
| | |
| | CIA Achievement Award for \$2,000 in 1973 (shared with another employee) |
| | for advanced country-based programming concept. |
| | |
| | Also, several Quality Step Increases and numerous commendations from |
| | her superiors in East Asia Division. |
| | |
| - | |
| | (9) DETAILED STATEMENT OF BASIS FOR NOMINATION (INCLUDING PERTINENT PERSONAL QUALITIES, SCOPE OF INFLUENCE ON |
| | ACTIVITIES BOTH WITHIN AND OUTSIDE THE AGENCY, ETC.): |
| STATI | NTL The nomination of is based on three factors: (1) her |
| | sustained superior performance, as detailed in paragraph 7 above; |
| • | (2) the substantial monetary savings to the U.S. Government achieved |
| | by the budgetary processes devised and managed by her; and (3) the pioneering nature of her work in the budgetary/planning field. The |
| | last factor is perhaps the crucial one. Partly because of its sheer |
| | size (involving management of thousands of employees and hundreds of |
| | millions of dollars), the Directorate's East Asia budget has required |
| | an exceptional degree of close management. has provededINTL |
| | this in an outstanding manner. There were no precedents or tested |
| | guidelines for this process, and so she was obliged to devise her own |
| | methodology applying basic principles of planning, programming and |
| | budgeting and management by objectives to the operational requirements |
| | of her Division. Her success in this not only accomplished the |
| | immediate purpose, but also led to emulation of her techniques in |
| | other Divisions and in the Agency's Operations Directorate generally. |
| | |
| | SIGNED: (HEAD OF DEPARTMENT OR AGENCY) LSL George Bush |
| | |
| | George Bush, Director of Central Intelligence Approved For Raleasen 20012/05/04L: Solder RDR70=0049844000500030012-0 |

(7) Highlights of Work Experience (continued)

has accomplished this formidable and complex task with a personal style which has earned her the complete confidence of successive superiors, whose reliance on her has approached the absolute, and the respect and affection of her co-workers and personnel junior to her.

(9) Detailed Statement of Basis for Nomination (continued)

| | in a role which is strewn with temptations to fall into the routine, |
|----------|---|
| ΓΑΤΙΝΤL | has been truly a creative performance; and in the |
| | more than a decade during which she has been engaged in our overall |
| | programming, her conscientiousness, enthusiasm, and outgoing helpful- |
| | ness to co-workers at all levels in the Division has never flagged. |
| | is the sort of role which is absolutely essential to |
| | professional management of the work of a major Government entity, |
| | yet which is really only noticed when there is a lapse in consistency |
| | of quality of performance. It can be flatly stated that there have |
| STATINTL | been no such lapses in performance. At all times she |
| | has demonstrated a high degree of personal integrity, honesty, |
| | judgment, and creativity in improving the effectiveness and effi- |
| | ciency of programs under her direction. The unsung nature of her |
| | role is in itself an argument for according her superb contribution |
| | special recognition. |
| | - |

March 5, 1976

Honorable George Bush Director Central Intelligence Agency Washington, D. C. 20505

Care of U. S. Civil Service Commission 1900 E Street, N.W. Washington, D. C. 20415

Dear Mr. Bush:

As Chairman of the Board of Trustees for the Federal Woman's Award, I am pleased to extend to you an invitation to submit nominations from your organization for the 16th annual Federal Woman's Award, to be presented in October 1976 in Washington, D.C.

The vigorous interest in the Federal Woman's Award program shown each year by the President and by heads of organizations has played in important role in its success. The program offers a valuable opportunity to pay high tribute and to focus nationwide attention on the accomplishments of your exemplary career women. I am sure you will want to start immediately on the staff work that will lead to nomination of outstanding candidates from your field offices, as well as your Washington headquarters.

We would like to remind the organizations that there are no restrictions with regard to the age of women nominees. While young women may not have had lengthy careers, some of their contributions are very significant. The Board is also conscious of the fact that the vast majority of nominations are women in the upper grade levels and we would like to point out that women who have attained a rank equivalent to grade GS-9 or above are eligible. We would also like to remind the organizations that there is no limitation on how often women may be nominated by their respective organizations, provided they have not been a recipient of the award previously.

The closing date for receipt of nominations is May 28. A sample nomination form, eligibility requirements, and criteria to be used in making selections from among your women staff members are enclosed for your information. Your organization may obtain additional forms by addressing a request to the Federal Woman's Award, care of the U.S. Civil Service Commission, Washington, D.C. 20415, or by calling 632-5568.

Your organization's participation in this important program will be most. welcome. The Board joins me in anticipating the nominations of the highly able and dedicated career women of your organization you believe qualified for this honor.

Cordially,

Enclosures

14 February 1976

MEMORANDUM FOR: Deputy Director for Administration

Jack:

STATINTL

| 1. [| |] letter d | oes not | reflect | anv well | developed |
|------------|------------|-----------------|---------|----------|----------|------------|
| concept of | what he pr | oposes to | do. I | get thre | e points | out of the |
| letter: | | • | | | - 1 | |

- --That some undefined effort be made to establish a "forum" for the "debate" of the role of intelligence in American foreign policy and national life.
- --That this forum be located at the JFK School of Politics at Harvard.
- --That this effort be "private and personal, separate from any official connection with the Agency."
- 2. As to the first point, I am in favor of more academic study of intelligence and I think that the Agency should be prepared to cooperate with any good university that wishes to establish course work or research programs in this field. By cooperating, I mean providing unclassified materials, advice, and guest speakers. I do not include financial assistance or control.
- 3. As to the second point, Harvard is obviously a more prestigious institution than most for this kind of work. However, it is Harvard which would have to make the decision to establish this sort of program, not the Agency. In this respect, the Agency should not take the lead, but should be responsive to requests for advice, materials, etc.

STATINTL

4. As to the third point, says the effort should be private and personal, separate from any official connection with the Agency. I recommend that we take him at this word and wait and see what develops.

EDWARD W. PROCTOR
Deputy Director for Intelligence

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Subject. JEB EO-FRE

| | MEMORANDUM FOR: WEN |
|----------|---|
| STATINTL | I asked on 17 February for an amplification |
| STATINTL | of his ideas for a memorial to He said that he had pretty much abandoned the idea of a forum/discussion |
| STATINTL | of intelligence at Harvard, in part because the Harvard vice president for alumni affairs is not sure the idea can be implemented. Chris is presently thinking about scholarship possibilities in |
| STATINTL | Harvard or, better, at CIA. Chris has been in touch withon the scholarship matter. |
| | If you agree, I will send the above to Mr. Blake with whatever comments you would like to add. |
| | PR |
| | EA/DDO |
| | |
| | Date 18 February 1976 |

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12 February 1976

MEMORANDUM FOR: Deputy Director for Intelligence

Deputy Director for Operations

Deputy Director for Science and Technology Deputy to the DCI for National Intelligence

Officers

Gentlemen:

| 1. In the attached correspondence bring STATIN up for consideration the establishment of a living memorial in academia for | NTL STATINTL |
|--|-----------------|
| 2. I have some difficulties with the proposal and I would appreciate receipt of your thoughts regarding this matter. When I have received them all, I will raise the matter at a collective forum. | |

John F. Blake Deputy Director for Administration STATINTL

Att

Distribution:

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1 - DD/S&T w/att

1 - D/DCI/NIO w/att

STATINTL

DD/A 76-0625 - Memo to DD/A fr WEColby dtd 27 Jan 76 w/att Ltr to DCI fr DDO, dtd 19 KKK Jan 76 1 -JFB/EYES ONLY GENERAL

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DD/A:JFBlake:der (12 Feb 1976)

Mr. McMahon (FYI)

Del (file)

27 January 1976

| MEMORANDUM FOR: Deputy Director | or for Administration | |
|--|---|--------------------|
| SUBJECT : Letter from | STATINTL | |
| 1. Please note the attached lett our DDO officers and an old friend and I will leave to you the further develops of commemorating Dick but only would be happy to contribute or participate is appropriate. | d classmate of ment of his idea of some way d like to indicate that I would | ATINTL STATINTL |
| 2. Please note also the remark in employment by I leave | about the possible interest ve this matter also to you. | STATINTL |
| | W. E. Colby Director | STATINTL |

Attachment: As stated

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76-6710/1

19 January 1976

Dear Bill,

Before you go:

STATINTL

Thank you for letting me join you in saying something when you gave the Distinguished Intelligence Cross for Dick. It was the best that I could do to mark a very special friendship of 28 years. But it was not my farewell, for the friendship will endure in many ways, and there is much left to do on Dick's behalf. We are all in some measure his surre-

I have written to STATINTL

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to get his views on considering the role of intelligence in American foreign policy and national life in a Harvard forum as one way to commemorate Dick's life. Chase had called Dave McGrath before the funeral to express the hope that Harvard would be represented, as indeed it was. The JFK School of Politics might be the appropriate place for such a forum. I would like to keep you advised of progress in this, for I -- and I know as well -- would hope you would participate in whatever endeavor evolves. My feeling is that there would be no better location for such a debate, given Dick's devotion to Harvard and Harvard's commitment to thoughtful debate of intelligent controversy. And I think the endeavor should be private and personal, separate from any official connection with the Agency. My guess is that you and George Bush and Bill Nelson would agree.

I have seen frequently in the last several days, and she is looking resolutely to the future. She is a sturdy person, though she says she still finds the nights and sleeping to be hard. She much looks forward to coming to work with us, and to establishing a household for herself and Dick's great-hearted father. Of the many things that happened during the days after Dick's death, I think nothing touched her more than the visit you and your wife made to her while she was in Georgetown Hospital.

For your own future, Bill: I and so many other colleagues watch your departure with regret, regret that you never really had an opportunity to manage the Agency as you would have wished. We give you our gratitude for your magnanimity of spirit in confronting the mixed legacy of others, keeping the Agency and tomorrow -- not self-exculpation and yesterday -central to your purpose.

> Sincerely, BTATINTL